

**FMCS****FEDERAL MEDIATION &
CONCILIATION SERVICE**

SPEAKER'S BIO



SCOT L. BECKENBAUGH

**DEPUTY DIRECTOR,
FEDERAL MEDIATION AND CONCILIATION SERVICE**

Scot L. Beckenbaugh, who serves as FMCS Deputy Director, joined the Agency in 1988. He was appointed Western Regional Director in January 2004, having served as Regional Director for the Upper Midwestern Region since 1997. He was the Director of Mediation Services (currently Regional Director) for the Upper Midwestern Region for two years and, before that, he was a field mediator stationed in Des Moines, Iowa. In addition to providing the full range of FMCS services to the labor management community in Iowa, he served as the Minneapolis District Alternative Dispute Resolution Coordinator. Mr. Beckenbaugh has also served on an interim basis as the Agency's Acting Director on three occasions.

Deputy Director Beckenbaugh is the Agency's "master mediator" of high profile disputes. He has mediated national master agreements in the aerospace, national defense, professional sports, cereal, heavy equipment manufacturing, aluminum, grocery, health care, meatpacking, and maritime industries. He has extensive experience in public sector dispute mediation, as well as in regulatory negotiations, public policy, land use, and civil rights disputes. A longtime member of the Association of Labor Relations Agencies, Mr. Beckenbaugh also serves on the ALRA Executive Board.

From 1986 to 1988, Mr. Beckenbaugh was a Member of the Iowa Public Employment Relations Board (PERB). Prior to his appointment as Member, he was an Administrative Law Judge and Director of Mediation Services for Iowa's PERB. He also had a private arbitration practice and was listed with FMCS. He has served on the Twin Cities Labor Management Committee and for two terms as Chairman of the Industrial Relations Advisory Council at the University of Minnesota. He has taught at the high school, junior college, and university level and was a bill drafter and research analyst for the Iowa Legislature.

Mr. Beckenbaugh holds a B.A. in Political Science from the University of Northern Iowa and an M.A.P.A., with an emphasis in Industrial Relations, from the University of Iowa.